

Date: Jul 13, 2008

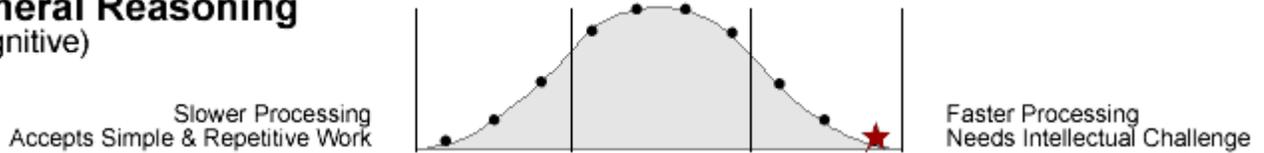


Name: Tom Tester
ID: 295689



Financial Summary

General Reasoning (Cognitive)



- Tom typically learns new information very quickly and is able to solve complex problems
- Generally able to think strategically
- May not take the time to fully explain themselves to others assuming that they too can easily see the solution or bigger picture
- Better suited for financial positions that require strategic thinking rather than those that require them to work with the same issues every day
- Can easily become bored in many financial positions if they do not require continual learning and complex problem solving

Question: Tell me about a time when you had a tough time getting along with someone at work because they seemed to be incompetent and it was frustrating for you. How did you deal with it?

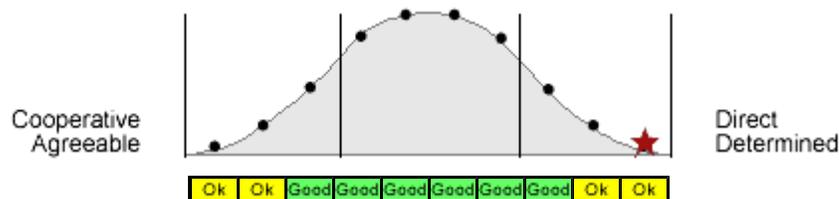
Conscientious (Organization)



- Unorganized nature may cause Tom to overlook important details that are critical in many financial positions
- Tom prefers to be in situations that allow them to react to situations rather than plan ahead
- Typically will handle interruptions during the day better than most people

Question: Tell about a time when you missed some important details involving a financial task and it created a problem. What happened?

Tough Minded

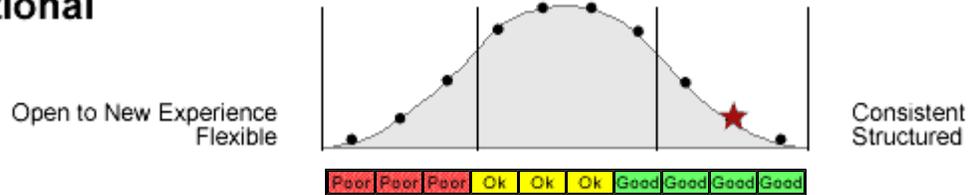


- Shrewd nature helps Tom in their determination to find problems or issues with financial records

- Tends to be tough minded, out-spoken and capable of dealing with difficult situations
- Can be seen as uncompromising and difficult

Question: Describe a time when your shrewd investigation helped solve a problem and ultimately helped save the company money.

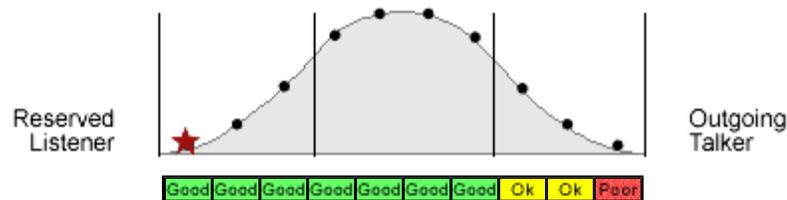
Conventional (Rules)



- Tends to be consistent, following accounting and financial procedures closely
- Tom prefers a working environment that allows for structure and the use of tried and true problem solving
- Difficulty working in an environment where flexibility and dealing with continual change is the norm

Question: Describe a time when it seemed like the policies and procedures were changing too quickly and it was difficult to keep up. What was it like?

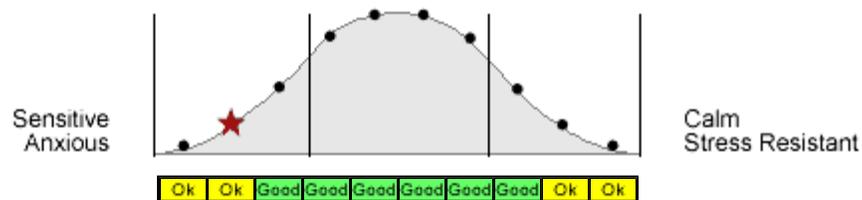
Extroversion



- Tends to be reserved and quiet preferring minimal interaction with people
- Typically a good listener
- When you need information from Tom, it is important to ask directly rather than assuming that Tom will initiate conversation

Question: Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

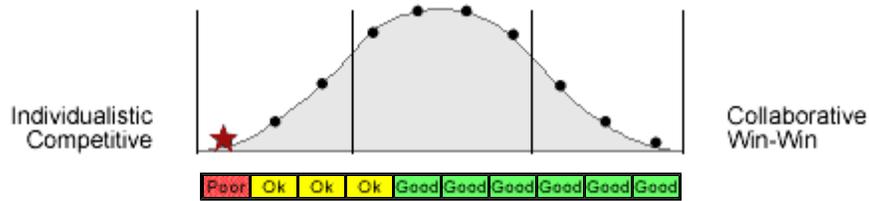
Stable



- Tom is typically sensitive to the needs of others
- Tends to be tense and anxious when dealing with deadlines

Question: Tell me about a time when you had so much pressure to complete a project that you worked too quickly and missed something that ultimately created a problem. What was the situation and what happened when you found out?

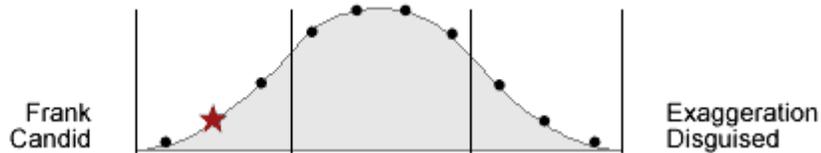
Team



- Tom is typically self-motivated and very competitive
- At times, Tom may not be collaborative with internal team or co-workers
- May have difficulty working within a team environment

Question: Describe a time when you felt that you were not appreciated for your hard work. What could the company have done better to keep you motivated?

Good Impression (Social Desirability)



- Tom's responses have been frank and open

*The participant has scored in the "red zone" in 2 areas.

Overall
64% *

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

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Name: Tom Tester
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Financial Interview Questions

General Reasoning (Cognitive)

Question: Describe a time when you thought you were going to be able to work on some exciting projects but were stuck doing mundane financial tasks every day. What did you do?

Question: Tell me about a time when you had a tough time getting along with someone at work because they seemed to be incompetent and it was frustrating for you. How did you deal with it?

Question: Give me an example of a time when you really enjoyed your work. Describe that position.

Conscientious (Organization)

Question: Tell about a time when you missed some important details involving a financial task and it created a problem. What happened?

Question: Give me an example of a financial project or task you completed that was not as organized and complete as it should have been. What happened?

Question: Show me the time management system that you use. How well does it work for you?

Tough Minded

Question: Tell me about a situation where you disagreed with a co-worker on how a financial transaction should be handled. What happened?

Question: Describe a time when your shrewd investigation helped solve a problem and ultimately helped save the company money.

Question: Give me an example of a situation where management questioned your judgment. How did that work out?

Conventional (Rules)

Question: Tell me about a time when you had to complete a project that a co-worker had started but you were not given any direction or training. How did that work out?

Question: Give me an example of a time when someone asked you to do something that you knew was against company policy. What happened?

Question: Describe a time when it seemed like the policies and procedures were changing too quickly and it was difficult to keep up. What was it like?

Extroversion

Question: Tell me about a time when you had to present some information to several people at once in a meeting. What was it like?

Question: Give me an example of a project you completed with a team of coworkers where you had to work side by side with them for a long period of time.

Question: Tell me about a time when you had to deal with lots of interruptions during the day. How did it effect your productivity?

Stable

Question: Tell me about a time when you had so much pressure to complete a project that you worked too quickly and missed something that ultimately created a problem. What was the situation and what happened when you found out?

Question: Describe a time when you thought a project was really urgent and you worked hard to finish it only to find out that there were other things that were more important to be working on. What happened?

Question: Give me an example of a time when you really felt stressed out, but you still had to stay and complete a task before you could take a break. How did you deal with it?

Team

Question: Give me an example of a time when you had to pick up the slack for someone and you did not receive credit for it. What was that like?

Question: Give me an example of a time when your competitive spirit has helped you be more productive and successful in your work. What was the situation and what were you doing?

Question: Describe a time when you felt that you were not appreciated for your hard work. What could the company have done better to keep you motivated?

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